

News

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HIGHLIGHTS OF YORK, PA NATIONAL COMPENSATION SURVEY SEPTEMBER 2002

Workers in the York metropolitan area averaged \$17.70 per hour during September 2002, according to a new survey released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Sheila Watkins reported that white-collar workers averaged \$22.53 per hour and accounted for 44 percent of the workers in the area. Blue-collar employees averaged \$15.64 per hour and represented 41 percent of the workforce, while the remaining 15 percent worked in service occupations and earned \$9.88 per hour. (See table 1.)

The National Compensation Survey (NCS) presents straight-time earnings for occupations in establishments employing 50 or more workers in private industry and State and local governments. The survey excludes agricultural establishments, private households, the self-employed, and the Federal Government. This NCS covered 111 firms representing 78,300 workers in the York metropolitan area, which includes York County in Pennsylvania. Eighty-seven percent of those represented worked in private industry.

In the York metropolitan area, average hourly wages were published for over 30 detailed occupations. (See table 1.) Among white-collar workers, mechanical engineers averaged \$31.57 per hour; computer systems analysts and scientists, \$26.98 per hour; and secretaries, \$17.03. Blue-collar occupations included welders and cutters earning \$19.74 per hour, truck drivers at \$12.34, and stock handlers and baggers at \$11.70. In the service occupations, nursing aides, orderlies and attendants averaged \$10.46 per hour; and janitors and cleaners, \$10.18.

The NCS also provides broad coverage of selected occupational characteristics. (See tables 2 and 3.) For example, full-time employees in the York metropolitan area averaged \$18.32 per hour and part-timers earned \$8.68. Union workers in blue-collar jobs averaged \$16.81 per hour, while their nonunion counterparts made \$14.96. Private industry workers at establishments employing 50-99 workers averaged \$15.78 per hour and those in establishments with 500 or more employees earned \$20.40.

The NCS is part of a statistical program that will eventually integrate three separate surveys of wages and benefits into one comprehensive compensation program increasing the amount of data available. Data provided by the NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. Average rates of pay are also available for levels of work within an occupation based on knowledge, skill, independent judgment, supervision received and other factors required on the job.

Survey Availability

Complete survey results are contained in the York, PA National Compensation Survey September 2002 (Bulletin 3115-75). While supplies last, single copies of the bulletin are available from the Philadelphia Information Office by calling (215) 597-3282. In addition, data contained in the bulletin are available on the Internet in both text and PDF formats at <http://www.bls.gov/ncs/home.htm>. Select survey tables can also be obtained from the Bureau's fax-on-demand service in Philadelphia by dialing (215) 597-4153 and requesting documents 9865, 9866, 9867, 9868, and 9869.

For personal assistance or further information on the National Compensation Survey, as well as other Bureau programs, contact the Philadelphia Information Office at (215) 597-3282 from 8:30 a.m. to 12:00 p.m. and 1:00 to 3:30 p.m. ET.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, York, PA, September 2002

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All	\$17.70	2.3	\$17.11	2.7	\$22.66	3.6
All excluding sales	17.70	2.7	17.03	3.2	22.75	3.6
White collar	22.53	4.4	21.61	5.7	27.45	2.0
White collar excluding sales	23.94	2.9	22.99	3.9	27.67	2.4
Professional specialty and technical	25.35	3.1	23.56	4.9	30.35	.9
Professional specialty	26.91	3.1	25.20	4.8	30.54	1.2
Engineers, architects, and surveyors	29.36	3.8	29.36	3.8	—	—
Industrial engineers	28.72	12.2	28.72	12.2	—	—
Mechanical engineers	31.57	1.9	31.57	1.9	—	—
Mathematical and computer scientists	26.88	13.4	26.88	13.4	—	—
Computer systems analysts and scientists	26.98	14.6	26.98	14.6	—	—
Health related	25.25	3.1	24.91	3.0	—	—
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	30.80	2.1	—	—	31.56	.8
Elementary school teachers	33.95	1.5	—	—	33.95	1.5
Secondary school teachers	31.03	.2	—	—	31.03	.2
Teachers, n.e.c.	25.31	18.1	—	—	—	—
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	13.92	8.7	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, n.e.c.	—	—	—	—	—	—
Technical	18.37	12.2	18.50	12.2	—	—
Executive, administrative, and managerial	30.05	7.6	29.84	8.6	31.69	5.2
Executives, administrators, and managers	34.86	8.4	35.33	10.2	33.01	3.1
Managers and administrators, n.e.c.	37.19	12.8	37.19	12.8	—	—
Management related	24.96	4.0	25.06	4.0	—	—
Management related, n.e.c.	26.01	13.0	—	—	—	—
Sales	17.79	21.1	17.85	21.2	—	—
Administrative support, including clerical	14.14	9.4	14.51	10.4	11.85	6.7
Secretaries	17.03	12.2	18.17	12.3	—	—
Bookkeepers, accounting and auditing clerks	10.50	6.5	—	—	—	—
General office clerks	13.79	5.4	—	—	—	—
Blue collar	15.64	2.7	15.67	2.8	14.86	7.3
Precision production, craft, and repair	18.98	5.1	19.12	5.3	15.38	3.4
Industrial machinery repairers	16.79	1.9	16.76	2.0	—	—
Supervisors, production	20.93	3.6	20.93	3.6	—	—
Machine operators, assemblers, and inspectors	15.15	3.3	15.15	3.3	—	—
Grinding, abrading, buffing, and polishing machine operators	14.68	9.4	14.68	9.4	—	—
Fabricating machine operators, n.e.c.	14.53	5.4	14.53	5.4	—	—
Packaging and filling machine operators	12.73	8.5	12.73	8.5	—	—
Slicing and cutting machine operators	12.72	8.0	12.72	8.0	—	—
Miscellaneous machine operators, n.e.c.	13.67	7.6	13.67	7.6	—	—
Welders and cutters	19.74	6.2	19.74	6.2	—	—
Assemblers	14.86	4.2	14.86	4.2	—	—
Production inspectors, checkers and examiners ..	12.44	3.2	12.44	3.2	—	—
Transportation and material moving	14.93	6.1	14.88	6.9	15.22	11.1
Truck drivers	12.34	8.7	12.34	9.1	—	—
Industrial truck and tractor equipment operators ..	13.83	2.7	13.83	2.7	—	—
Miscellaneous material moving equipment operators, n.e.c.	16.18	5.7	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	12.16	5.1	12.09	5.4	—	—
Production helpers	16.45	12.6	16.41	13.6	—	—
Stock handlers and baggers	11.70	17.8	11.70	17.8	—	—
Freight, stock, and material handlers, n.e.c.	12.23	12.4	12.23	12.4	—	—

See footnotes at end of table.

Table 1. Mean hourly earnings,¹ all workers:² Selected occupations, private industry and State and local government, National Compensation Survey, York, PA, September 2002 — Continued

Occupation ³	Total		Private industry		State and local government	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Blue collar —Continued						
Handlers, equipment cleaners, helpers, and laborers						
—Continued						
Hand packers and packagers	\$11.90	3.9	\$11.90	3.9	—	—
Laborers, except construction, n.e.c.	11.67	5.5	11.67	5.5	—	—
Service	9.88	6.9	8.74	7.0	\$15.20	6.8
Protective service	14.05	20.2	—	—	21.53	5.5
Food service	6.81	10.4	6.60	9.3	9.95	15.1
Waiters, waitresses, and bartenders	3.11	2.2	3.11	2.2	—	—
Other food service	9.14	2.6	9.04	2.4	9.95	15.1
Health service	10.33	5.7	10.10	5.5	—	—
Nursing aides, orderlies and attendants	10.46	7.9	10.46	7.9	—	—
Cleaning and building service	10.18	7.6	9.66	10.0	11.48	1.3
Janitors and cleaners	10.18	8.7	9.72	11.8	11.25	2.1
Personal service	7.44	.6	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria, and n.e.c. means "not elsewhere classified." Overall occupational groups may include data for categories not shown separately.

Table 2. **Selected worker characteristics: Mean hourly earnings¹ by occupational group,² National Compensation Survey, York, PA, September 2002**

Occupational group	Private industry and State and local government					
	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
	Mean					
All occupations	\$18.32	\$8.68	\$19.14	\$17.25	\$17.35	\$21.76
All excluding sales	18.15	9.28	19.17	17.16	17.69	17.72
White collar	23.83	9.92	28.28	21.69	21.71	—
White-collar excluding sales	24.77	12.24	28.57	23.04	23.50	—
Professional specialty and technical	26.49	13.49	30.37	23.70	25.35	—
Professional specialty	27.55	13.97	31.32	25.23	26.91	—
Technical	20.31	—	—	18.06	18.37	—
Executive, administrative, and managerial	30.05	—	—	29.86	28.50	—
Sales	20.19	7.07	—	17.85	12.53	—
Administrative support, including clerical	14.62	8.73	12.61	14.28	14.14	—
Blue collar	15.69	8.81	16.81	14.96	15.85	13.48
Precision production, craft, and repair	18.98	—	17.45	19.42	18.98	—
Machine operators, assemblers, and inspectors	15.15	—	17.98	12.58	15.69	11.85
Transportation and material moving	15.00	—	15.08	14.88	14.43	—
Handlers, equipment cleaners, helpers, and laborers	12.28	—	14.33	10.58	12.08	—
Service	10.54	6.48	15.08	8.77	9.88	—
	Relative error ⁶ (percent)					
All occupations	2.6	8.9	3.6	3.1	3.6	24.9
All excluding sales	2.6	11.6	3.6	3.7	3.7	25.7
White collar	4.4	6.0	.7	5.4	3.5	—
White-collar excluding sales	2.9	5.5	1.6	3.7	2.9	—
Professional specialty and technical	2.6	6.9	1.7	4.7	3.1	—
Professional specialty	2.5	8.2	1.2	4.6	3.1	—
Technical	8.4	—	—	12.8	12.2	—
Executive, administrative, and managerial	7.6	—	—	7.9	4.1	—
Sales	19.2	1.2	—	21.2	9.9	—
Administrative support, including clerical	9.7	8.5	7.6	10.2	9.4	—
Blue collar	2.7	5.8	3.2	4.2	2.2	16.1
Precision production, craft, and repair	5.1	—	.7	7.0	5.1	—
Machine operators, assemblers, and inspectors	3.3	—	1.0	5.2	1.9	5.6
Transportation and material moving	6.1	—	5.2	7.8	6.8	—
Handlers, equipment cleaners, helpers, and laborers	5.3	—	8.8	7.2	5.1	—
Service	4.9	14.5	7.6	6.8	6.9	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁶ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

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Table 3. **Establishment employment size: Mean hourly earnings¹ by occupational group,² private industry, National Compensation Survey, York, PA, September 2002**

Occupational group	Full-time and part-time workers				
	All private industry workers	50 - 99 workers ³	100 workers or more		
			Total	100 - 499 workers	500 workers or more
	Mean				
All occupations	\$17.11	\$15.78	\$17.46	\$16.11	\$20.40
All excluding sales	17.03	15.39	17.48	15.86	20.42
White collar	21.61	24.06	21.23	19.94	23.58
White-collar excluding sales	22.99	25.23	22.65	21.73	23.66
Professional specialty and technical	23.56	—	22.95	22.74	23.16
Professional specialty	25.20	—	24.54	22.86	26.56
Technical	18.50	—	18.01	22.03	—
Executive, administrative, and managerial	29.84	27.94	30.30	32.93	28.20
Sales	17.85	21.04	17.34	17.38	—
Administrative support, including clerical	14.51	—	14.56	12.97	17.82
Blue collar	15.67	15.19	15.81	14.63	18.44
Precision production, craft, and repair	19.12	17.73	20.33	18.56	24.57
Machine operators, assemblers, and inspectors	15.15	11.44	15.84	14.38	18.50
Transportation and material moving	14.88	13.70	15.17	15.34	14.52
Handlers, equipment cleaners, helpers, and laborers	12.09	—	12.19	11.19	14.52
Service	8.74	7.48	9.41	9.31	9.89
	Relative error ⁴ (percent)				
All occupations	2.7	14.0	3.9	5.9	5.0
All excluding sales	3.2	14.5	2.9	3.3	5.0
White collar	5.7	14.2	5.7	9.4	4.1
White-collar excluding sales	3.9	13.9	3.7	5.1	4.1
Professional specialty and technical	4.9	—	5.1	10.8	3.4
Professional specialty	4.8	—	4.9	10.7	2.3
Technical	12.2	—	14.1	17.2	—
Executive, administrative, and managerial	8.6	16.6	8.4	15.3	8.1
Sales	21.2	11.5	26.6	26.8	—
Administrative support, including clerical	10.4	—	11.8	8.7	20.7
Blue collar	2.8	8.6	3.6	7.1	5.4
Precision production, craft, and repair	5.3	10.7	5.1	4.3	11.8
Machine operators, assemblers, and inspectors	3.3	9.1	5.6	8.0	1.2
Transportation and material moving	6.9	8.2	9.0	10.7	9.3
Handlers, equipment cleaners, helpers, and laborers	5.4	—	5.7	9.2	7.1
Service	7.0	15.1	4.3	5.2	3.4

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

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³ Establishments classified with 50-99 workers may contain

establishments with fewer than 50 due to staff reductions between survey sampling and collection.

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